

# 2016 Court Leadership Conference Agenda

First Annual Court Leadership Academy and Conference, September 25-28, 2016, in Cleveland

A collaborative partnership between NAPCO and the National Center for State Courts (NCSC) has developed an inaugural conference of presiding judges and court executives from across the country to discuss challenges faced by state and local trial court leaders, to propose solutions, to hear about best practices, and to enhance collaboration among trial court leaders. The academy and conference are open to the top leader-judges and court executives in any state or local trial court regardless of size or jurisdiction. It is a 3-day event beginning on Sunday evening, September 25 and concluding Wednesday at noon, September 26. It will take place at the Marriott Downtown Cleveland Hotel at Key Center, near our host court, Ohio's Court of Common Pleas in Cuyahoga County.

Details regarding academy and conference educational programming are currently underway and will be completed in the next few months. Forty to fifty presiding judge / court executive teams can be accommodated. Registration and lodging expenses have purposefully been kept low and can be facilitated through state Supreme Court administrative office budgets, individual trial court funding, and scholarships as appropriate. Registration is now officially open via this NAPCO website. The details and conference schedule are below.

## **NATIONAL ASSOCIATION FOR PRESIDING JUDGES AND COURT EXECUTIVE OFFICERS IN PARTNERSHIP WITH THE NATIONAL CENTER FOR STATE COURTS**

### **First Annual Court Leadership Academy and Leadership Conference**

**September 25 - 28, 2016**

**Marriott Downtown Cleveland Hotel at Key Center  
Cleveland, Ohio**

### **AGENDA**

#### **SUNDAY, SEPTEMBER 25**

#### **WELCOME | OPENING SESSION**

<b>12 Noon to 6:00 PM</b>	<b>Registration and Conference Information</b>
<b>5:30 to 7:00 PM</b>	<b>Hosted Reception (heavy horsd'oeuvres; no-host bar)</b>
<b>6:00 to 6:30 PM</b>	<b>Welcome and Opening Remarks</b> Hon. Frederick P. Horn, NAPCO Chair Mary McQueen, NCSC President Hon. Maureen O'Connor, Chief Justice of Ohio Hon. John J. Russo, NAPCO President Michael L. Buenger, Administrative Director, Ohio Courts
<b>7:30 PM</b>	<b>Dinner on Your Own</b>
<b>9:00 to 11:00 PM</b>	<b>Networking Suite</b>

The National Center for State Courts (NCSC) has contracted with the Center for Applied Research (CFAR), a Boston/Philadelphia leadership consultancy affiliated with the Wharton School of Management at the University of Pennsylvania, to facilitate Monday's Leadership Academy. NCSC and CFAR have worked together over the past few years on leadership issues in Indiana courts to address new ways to overcome the "silo affect" in loosely coupled trial courts, and in Massachusetts' courts to improve productive interactions between a central AOC and trial courts. This joint effort has been an extension of NCSC's special three year (2008-2011) Harvard Executive Session for State Court Leaders in the 21<sup>st</sup> Century, funded by the Bureau of Justice Assistance and the State Justice Institute, and directed at improving the knowledge and principles of state court leadership and governance.

## THE PROGRAM....

### Leading in Loosely Coupled Systems

*Differences in leading loosely and tightly coupled organizations; comparisons to health care and education; relevant models of leadership including "Small L leadership," Heifetz's adaptive model, and systems-based leadership.*

### Skill One: Creating Productive Pairs across Judicial-Administrative Boundaries

*Characteristics and developing executive teams; negotiating roles and responsibilities.*

## Team-Building and a Working Lunch

### Skill Two: Clarifying Decision Rights in Loosely Coupled Organizations

*How organizations get stuck around roles, decision-making, and delegation; thinking systematically; tools to clarify critical decisions in the trial court environment.*

### Skill Three: Using Influence to Get Things Done in Courts

*Influence as a core leadership skill; key dimensions of influence; understanding your influence strengths and challenges.*

## THE PRINCIPAL FACULTY...

**Barry Dornfeld**, Principal, co-leads the Center for Applied Research's (CFAR's) Life Sciences and Higher Education Groups. He has been a strategic advisor to organizations in both the nonprofit and for-profit sectors, and is an expert on organizational change, governance, and collaboration. He draws on his many years of consulting, teaching, and industry experience to help guide clients through complex business issues, develop a strategy for change, and to learn from their experience. Barry also teaches extensively, leading workshops on negotiation, board governance, strategy, influence and persuasion, and organizational change, and leading action-learning programs. He speaks to a wide range of groups in many industries with a focus on healthcare, life sciences, not-for-profits, and higher education, and has taught and spoken in many settings in the US and internationally, including extensive experience with Wharton's Executive Education division. In addition to his academic positions, Barry has presented to a range of client audiences including the Association for Women in Science, the Harvard Stem Cell Institute, the Association of Strategic Alliance Professionals, and the Temple University School of Law.

Barry's experience as an anthropologist and filmmaker trained him to listen and ask questions, so that he can work with executives in ways that are attuned to their needs, culture, and learning styles, and that help them reach their business goals. These skills help him connect to clients easily, work productively in a variety of settings, and effectively advise and teach executives. His recent work in the life sciences and higher education has focused on ways to help organizational leaders maximize value across strategic partnerships such as those with academic medical centers and medical professional societies. The objective of this work is to optimize the investments in these organizational relationships relative to basic research, clinical research and trials, scientific information exchange, marketing, and educational curricula and programming.

Barry is co-author of *The Moment You Can't Ignore: When Big Trouble Leads to a Great Future*, published by Public Affairs Books in October 2014.

**Mal O'Connor**, Vice President and Principal, Center for Applied Research (CFAR) has worked for more than 20 years with senior executives in a broad range of for-profit and non-profit organizations. He works with leaders to implement systemic changes that strengthen cultural values while measurably improving performance and productivity. He has worked in many industries, including health care and life sciences, insurance and financial services, foundations, and higher education. He is co-leader of the firm's Life Sciences practice area, and has contributed significantly to the development of CFAR's change methodology.

Trained as an ethnographer, Mal helps organizations meet the challenges of changing behavior in the service of new strategic imperatives. This makes him particularly attuned to how people think—to why and how differences matter, and to the impact those differences have on achieving desired results. He works with clients to harness the often-tacit beliefs and assumptions of employees, managers and leaders, working with—rather than against resistance—to generate improved performance. His work has included strategy and system-wide strategic change, board and executive development, team building, mergers and acquisitions, restructuring, performance management and the business case for cultural diversity.

Mal is an experienced speaker and meeting facilitator. He has spoken to both large and small executive audiences in corporations, trade associations, executive education programs, and industry and other business groups. Some of these include The Conference Board, the American College of Healthcare Executives, ELAM, The Healthcare Business Women's Association, The National Center for State Courts, Yankee Alliance, the American Pediatrics Association, as well as the leadership teams of numerous CFAR clients.

Mal holds a Bachelor of Arts in English Literature from Fairfield University, and a Ph.D. in Folklore and Folklife from the University of Pennsylvania. He is a member of the International Society for the Psychoanalytic Study of Organizations, ACHE Massachusetts, the American Folklore Society, and NEHI, and is a faculty member in the Program in Organizational Consultation at the William Alanson White Institute.

**4:30 to 6:00 PM**

## **WINE AND CHEESE RECEPTION**

### **OPTIONAL EVENING EVENTS**

<b>5:45 PM</b>	<b>Lolly Trollies leave Marriott Hotel (pick your destination)*</b> <ul style="list-style-type: none"><li>• Murray Hill Little Italy Neighborhood</li><li>• Tremont Historic Victorian Neighborhood</li></ul>	Hotel Lobby
<b>7:00 PM</b>	<b>Dinner on Your Own at Recommended Local Restaurants</b>	Various Cafes
<b>8:30 PM</b>	<b>Lolly Trollies Pick-up and return Guests to Marriott Hotel</b> <ul style="list-style-type: none"><li>• Murray Hill Little Italy Neighborhood</li><li>• Tremont Historic Victorian Neighborhood</li></ul>	Prearranged Locations
<b>8:30 to 11:00 PM</b>	<b>Networking Suite</b>	

\*As the Trollies proceed to restaurants, tour guides will give highlighted information about Cleveland landmarks.

*Special Note: Until all presenters are confirmed & workshop content fully outlined, only workshop titles are indicated*

**OPTIONAL BREAKFAST DISCUSSIONS****7:30 to 8:30 AM****Facilitated, Shared Interest Groups PLUS hosted Continental Breakfast**

- **Shared Interest Group 1**  
**Self-Represented Litigants**
- **Shared Interest Group 2**  
**Evidence-Based Sentencing**
- **Shared Interest Group 3**  
**Elements of a Rule on the Role, Duties, and Power of PJ's**
- **Shared Interest Group 4**  
**How to Conduct a Caseflow Analysis and Prompt Improvements**

**MORNING PROGRAM****8:30 to 9:30 AM****KEYNOTE ADDRESS: Courage as a Necessary Skill in Court Leadership****CONCURRENT WORKSHOPS: 9:45 to 10:45 AM**

- **Personal Ethics and Responsibility for PJ's and CEO's**
- **Instituting Civil Justice Reforms in Trial Courts**
- **Pretrial Programs I: What the Science Says; Why Leaders Need to Act**

**10:45 to 11:00 AM****BREAK****CONCURRENT WORKSHOPS: 11:00 to 12Noon**

- **What Court Leaders Need to Know and Do about E-Filing**
- **Crisis Management in Trial Courts: Strategies to Weather the Storms**
- **The Price of Justice: Rethinking Bail, Fines, Fees and Court Costs**

**TRIAL COURT VENDOR EXHIBIT & HOSTED BUFFET LUNCH****12Noon to 1:45 PM**

Twenty-five companies that market products and services to trial courts ranging from sophisticated electronic case management systems to courthouse signage will be present. A buffet lunch will be served in the Vendor Exhibit Area to permit conferees to review the products and talk with company representatives.

**AFTERNOON PROGRAM**

#### CONCURRENT WORKSHOPS: 2:00 to 3:00 PM

- Negative Public Attitudes about Trial Courts and How to Transform Them
- Pretrial Programs II: How to Build a Pilot Program and Evaluate the Results
- Emerging Court Technologies to Save Adjudication Time and Money

3:00 to 3:15 PM

**BREAK**

#### PLENARY PRESENTATION

3:30 to 4:30 PM

**Socratic Panel: Judges Leading Judges OR “The War of the Parts against the Whole”  
Dealing Effectively as a Judge-Leader with Troublesome Issues from Colleagues**

#### OPTIONAL EVENING EVENTS

4:45 PM

**Lolly Trolleys leave Marriott Hotel lobby for Rock and Roll Hall of Fame**  
Casual attire is recommended.

5:00 to 6:30 PM

**Special Rock and Roll Hall of Fame Tour**  
NAPCO participants and guests will begin a tour from the top of the building and move down to the Main Exhibit Hall by 5:30 PM at which time there will be private access for the group to the Main Exhibit Hall from 5:30 to 6:30 PM.

6:45 PM

**Lolly Trolleys leave Rock and Roll Hall of Fame for a Hosted Dinner.**

9:00 to 10:30 PM

**Networking Suite**

CONCURRENT WORKSHOPS

8:30 AM to 9:30 AM	<b>HOT TOPICS   COOL SOLUTIONS</b> <ul style="list-style-type: none"><li>• Pandemic Planning: What to Do When Ebola or Zika Come to Town</li><li>• Digital Evidence: Smart Ways to Deal with Body-Worn Cameras</li></ul>
9:30 AM to 9:45 AM	<b>BREAK</b>
9:45 to 10:45	<b>HOT TOPICS   COOL SOLUTIONS (Continued)</b> <ul style="list-style-type: none"><li>• Employee Engagement: The Science behind Workplace Motivation</li><li>• Notorious Trials and Social Media</li></ul>
11:00 to 12Noon	<b>NAPCO ANNUAL MEETING</b>
12Noon	<b>ADJOURNMENT</b>

SAVE THE DATE

2017 LEADERSHIP ACADEMY AND TRIAL COURT LEADERSHIP CONFERENCE  
PHOENIX, ARIZONA

HOST: SUPERIOR COURT OF ARIZONA IN MARICOPA COUNTY\*  
HON. JANET BARTON, PRESIDING JUDGE | RAY BILLOTTE, ADMINISTRATOR

SEPTEMBER 24 – 27, 2017